



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT AGENCY
NORTHEAST REGION
5 NORTH GATE ROAD
FORT MONROE, VA 23651-1048

IMNE-EEO

23 MAY 2006

MEMORANDUM FOR US Army Installation Management Agency (IMA) Northeast Region Personnel

SUBJECT: IMA Northeast Region Memorandum, Equal Employment Opportunity (EEO)

1. Successful mission accomplishment can be achieved only in an environment of mutual respect, dignity and fair treatment. Discrimination violates the highest standards of honesty, integrity, and organizational values needed to carry out our mission.
2. The Equal Employment Opportunity program is designed to ensure all people are treated with dignity and respect; but the objectives of the program can be met only through the united efforts of all personnel. In support of this, I will not tolerate anyone being discriminated against because of their race, color, religion, gender, national origin, physical or mental disability or for having engaged in EEO activity. Leaders and supervisors at all levels have a special responsibility in supporting these objectives by recognizing and eliminating improper behavior and violations of EEO policy. Only through teamwork and active involvement can we ensure that all people are treated fairly. We simply cannot permit prejudice, in any form, to detract from the accomplishment of our mission, nor allow it to work against any member of the Installation Management Agency Northeast Region team.
3. All personnel, regardless of race, color, religion, gender, national origin, or physical or mental disability have a right to carry out their jobs and achieve their potential based on their abilities, merits, and qualifications. Our mission requires trust, which can be achieved only when individuals know that they are treated fairly with respect. Leaders and supervisors will remain proactive in preventing and eliminating discrimination. Members of our team must be able to report violations without fearing acts or threats of reprisal.
4. Leaders must make it clear that unlawful discrimination will not be practiced, condoned or tolerated. A copy of this Memorandum will be posted on all official bulletin boards and made available to IMA NER personnel.

DIANE M. DEVENS
Director